

Career Management Team



- CDR Craig Trent, Head SWO(N) Assignments, PERS 424 / 41N
 - CO/XO, USS PORTER (DDG 78)
 - RTA, USS ABRAHAM LINCOLN (CVN 72); OPS, USS CHUNG HOON (DDG 93)
 - SWO(N) detailing and placement Post PA and senior
 - Coordinates with PERS 43 on CVN XO/CO placement
- LCDR Rhett Gilman, SWO(N) Detailer
 - MPA, USS CARL VINSON (CVN 70); OPS, USS PEARL HARBOR (LSD 52)
 - SWO(N) detailing and placement PA and junior
- LCDR Cory Hardy, SWO(N) Community Manager, PERS 42D1
 - MPA, USS HARRY S TRUMAN (CVN 75); OPS, USS MCFAUL (DDG 74)
 - Community tracking and monitoring, nominations, pay, AQD Mgmt, NR liaison
- LCDR Elan Rotklein, SWO(N) Program Manager
 - MPA, USS JOHN C STENNIS (CVN 74); WEPS, USS PRINCETON (CG 59)
 - Policy/Instruction issues, Diversity Coordination, Lateral Transfer
- LT Noelle Kaufmann, SWO(N) 1st Tour Divo and New Accessions Detailer
 - RC Divo, USS GEORGE H. W. BUSH (CVN 77); STRIKE, USS PHILIPPINE SEA (CG 58)
 - Details all SWO New Accessions and SWO(N)s to Nuclear Power School

Your SWO(N) Career Advocates!

Detailing Triad



SS CONTRACTOR OF THE PARTY OF T Homeport/Ship Type/Billet

Deploying Ship

Geographic Stability

Graduate/Joint Education

Qualifications

Timing for Screening

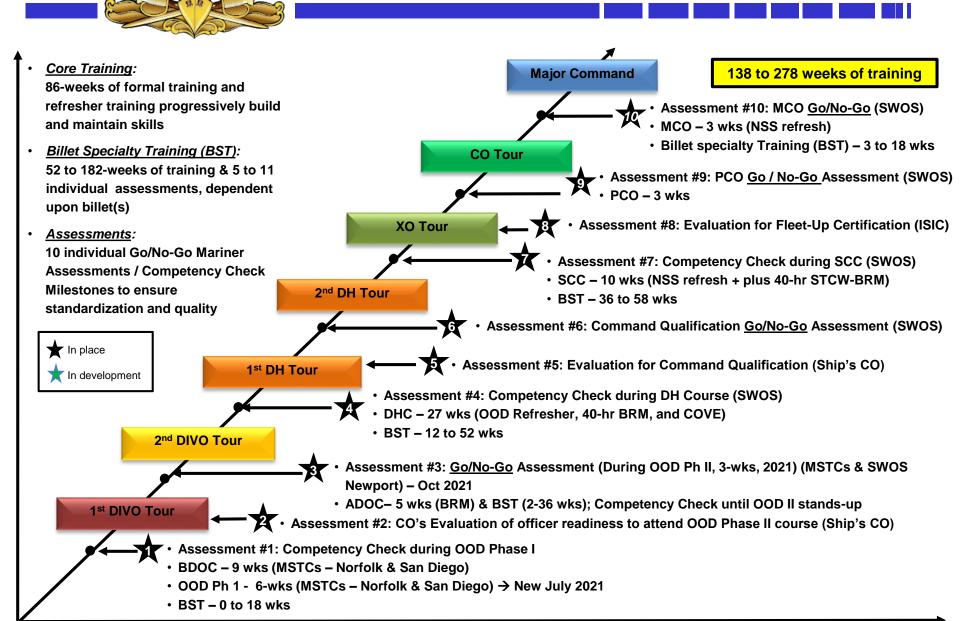
Career Progression

Assignment Diversity

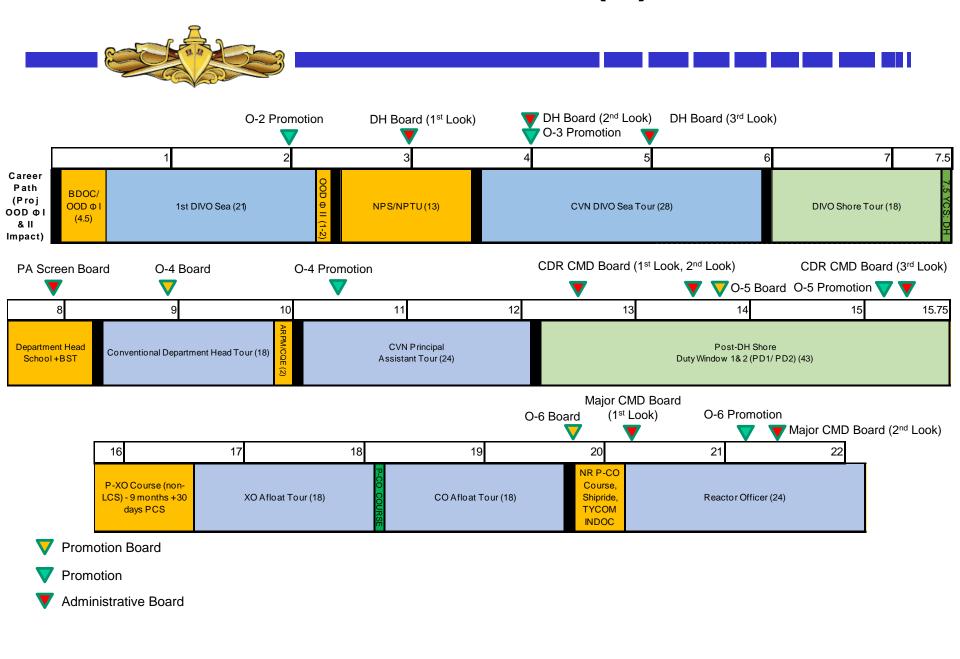
Needs of the Navy

Deliver the Right Skills, at the Right Time, for the Right Job

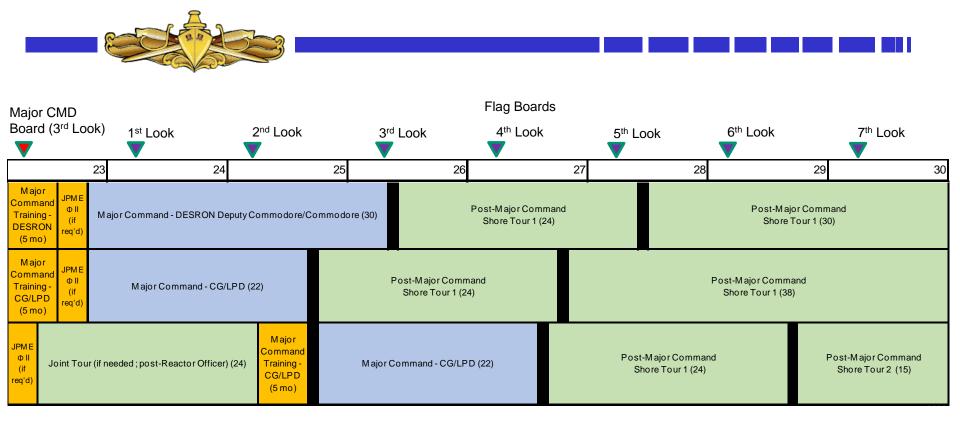
Training and Assessment Continuum



SWO(N) Career Path



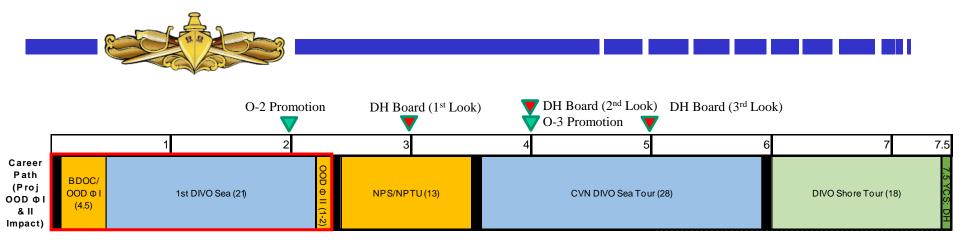
SWO(N) Career Path





Flag Board

First Division Officer Tour

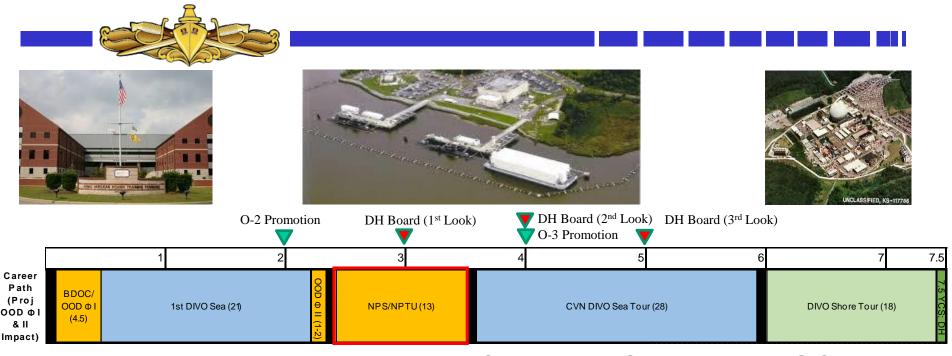


- BDOC + OOD Phase I + 21 Month Conventional DIVO Tour + OOD Phase II
 - Detailed to operational tour to earn OOD/SWO quals:
 - Gain shiphandling/navigation experience
 - Build maritime warfare/tactical skillset
 - Earn DH Afloat recommendation
- SWO(N)s shall not serve in an Engineering tour IAW MPM 1301-223

Email detailer a PDF copy of OOD letter to coordinate transfer!

Leading Sailors, Developing SWO Skills

Nuclear Training Pipeline



- 7 months at Nuclear Power School in Charleston, SC
 - Includes a 3 week pre-school, mandatory for all SWO(N)s
- 6 months at Prototype in Charleston, SC or Ballston Spa, NY
- Same nuclear training as submarine community and CVN Executive Officers

Challenging and Rewarding Graduate-Level Training Pipeline

Nuclear Power School

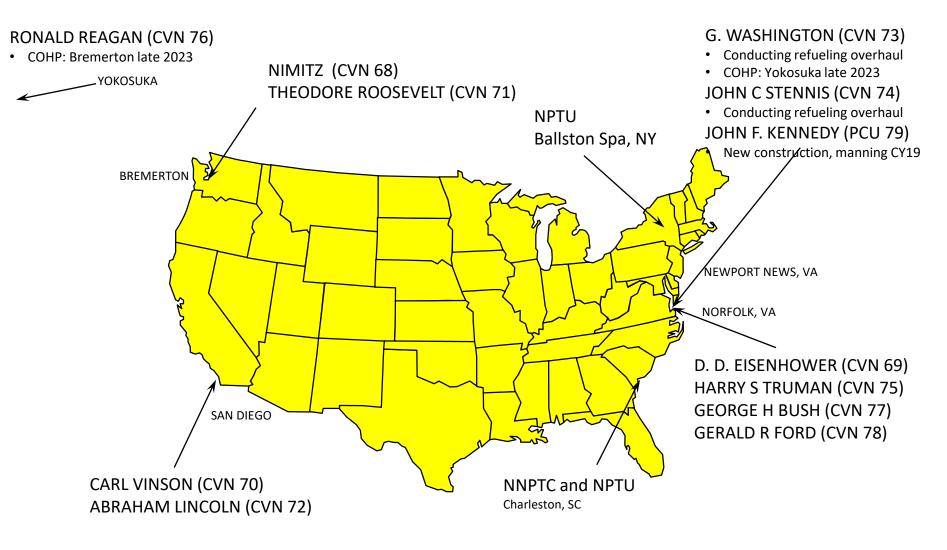


- Naval Nuclear Power Training Command (NNPTC) in Charleston, SC
- 3 Week Pre-School + Six month curriculum
 - Take three courses at a time (e.g. Math, Physics, Water Chemistry, Engineering, Power Plant Operations, etc.)

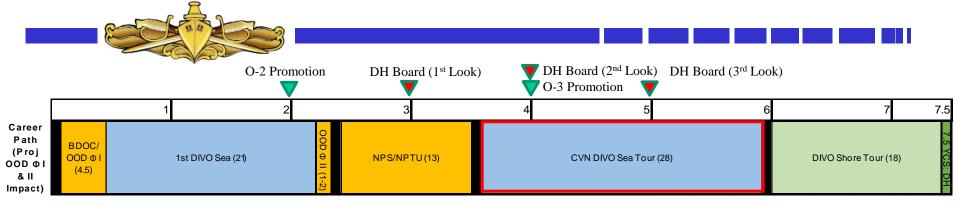
	WEEKS																						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
		Mathe	matic	S			Electrical Engineering Core Character							Com									
RPS			Heat ⁻	at Transfer and Fluid Flow Reactor Dynamics Materials Radiological Fundamentals						entals													
Physics				С	hemis	try			Asp	ects o	of Rea	actor F	Plant (Opera	tions		nsive						

The Surface Nuclear Fleet





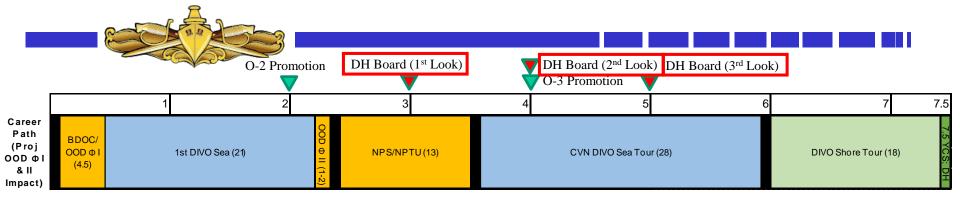
Second Division Officer Tour



- Qualify PPWO & Qualify NEO
- -28 Month CVN DIVO Tour
 - May be reduced to 22 months if:
 - Complete PNEO and take orders as NPTU Shift Engineer, or
 - Signs a DHRB contract and
 - » Successfully completes PNEO
 - » Accrues a minimum of 4 months aboard post-PNEO
 - » Reactor Officer concurs with early transfer
 - May be reduced to 25 months if:
 - Accepts follow-on orders to shore duty and meets the 3 requirements above

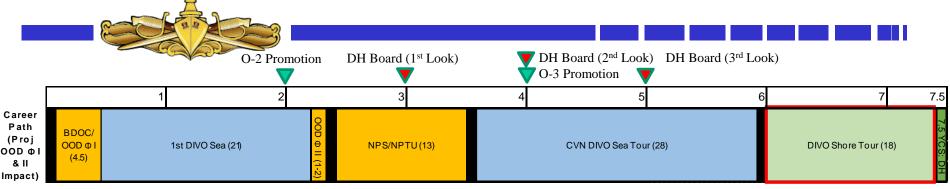
Lead Sailors, Operate and Maintain the Plant

Department Head Screening



- Department Head Screening Board YCS 3, 4, 5
- Factors that contribute to screening:
 - SWO Pin (required)
 - DH Recommendation in Block 40 (required)
 - At or Above CO's RSCA / Summary Group AVG
 - Soft Breakouts in Block 41
 - No Declining Performance
 - No PFA Failures
 - No legal trouble / pending investigations

First Shore Tour



Shore Duty Options:

- Nuclear Shore Duty
- Conventional Shore Duty
- Slates conducted quarterly + TM Board
- Detailed ~6-7 months from PRD
- Provide prioritized list to the detailer
- Ranked by performance at sea
 - FITREP performance (Trait average vs. RSCA)
 - Advanced Qualification (PPWO = EOOW credit, CVN EOOW = TAO credit)
- DHRB Signer Benefits Executive Detailing and Billet Eligibility

Nominally 24 months:

- Target DH School at 7.5 YCS
 - Aligns timing with conventional peers to allow max opportunities for competitive HBO in 1DH Tour
- Goal: Complete career needs & recharge prior to 1DH

Career Needs: Nuclear Shore, Masters, JPME

Why JO Nuclear Shore Duty?



- Creates opportunity for career-enhancing tours post-PA
 - SWO Community Jobs, DC (e.g. OPNAV N96, OLA, FM, etc.)
- NNPTC and NPTU
 - Boards recognize important community tours (includes PASB)
 - Both offer <u>silver bullet</u> for first DH tour (Homeport, Billet, or Ship Type)
- Unmatched leadership and technical experience
 - → success as DH/PA

Nuclear Shore Early = Flexibility Later

SWO(N) Shore Requirements



Post Division Officer, O-3 (34)

NR A4W/A1B Fleet LT (3)

NPTU Ballston Spa (1-2)

NPTU Charleston (4-5)

NNPTC Charleston (7)

MTT Lant MTT LT (1), PNEO (2)

MTT Pac MTT LT (1), PNEO (1)

MTT PNW PNEO Coord (1)

OPNAV N133 Nuclear Programs (1)

CNRC NTO (6) – Millington, TN

NSTC ROTC Coord. – Great Lakes (1)

MTS Conversions – Norfolk, VA (5)

Post-PA, O-4 (19)

CNAP CVN N43 Maint. Desk (1)

CNAL CVN N43 Maint. Desk (1)

CNAL/CNAP FRTA (2)

MTT Deputy Lant (1) and Pac (1)

NPEB Lant (2) and Pac (2)

NPTU BSPA MTS XO (1-2)

NPTU Charleston MTS XO (1-2)

NNPTC DOD (1)

NR Exec Asst./Tech Asst. (2)

OPNAV N133, Program Mgr (1)

PERS 412N, JO/PA Detailer (1)

PERS 412O, JO/New Acc Detailer (1) PERS 42D1, Community Mgr (1)

Post-PA, O-5 (4)

MTG Det Yoko OIC (1)

MTG Det Bremerton OIC (1)

CNAL N9 MTG OIC (1)

NPTU Charleston Site XO (1)

Post Commanding Officer, O-5 (4)

MTT Lant/Pac OIC (2)

NPTU Ballston Spa CO (1)

PERS 424 (1)

Post Reactor Officer, O-6 (4)

CNAL/CNAF N9 (2)

NR Line Locker (1)

CNAP N9 Det Bremerton (1)

Numerous and Diverse Options for Nuclear Shore!

NPTU Follow-on Program



- 18 months as a Shift Engineer (vice normal 24 months)
- Up to 12 months of dedicated study time (sabbatical)
 - Masters Degree and/or JPME for up to 12 months prior to Department Head School
 - Most SWO(N)s will have 6 to 12 months
 - Study plan submitted to NPTU XO
 - Potential to complete JPME/Grad Ed at Naval War College
- Commit to Shift Engineer early (~9 months)
 - Allows detailer enough time to identify a relief
 - Reduces CVN DIVO tour to as short as 22 months
- Shift Engineer Incentive Pay (SEIP)
 - \$500 per month bonus for the length of assignment (excluding sabbatical period)
- Silver Bullet for DH slating (homeport, billet, or platform)

Graduate Education



- New policy: In-Residence Graduate Education prior to assuming Major Command (YG 15 and junior)
- Full time:
 - Naval Postgraduate School (typically post-DIVO, includes JPME)
 - Naval War College (typically post-PA)
 - Talent Management Programs
- Part time:
 - Grad Ed Voucher (GEV) available via TM
 - Offer up to \$20K per year for 2 years; 3:1 commitment
 - Low Residency Graduate Education
 - Distance Learning Programs (ODU, NPS, Duke, Catholic, etc.)
 - NROTC Subsidization for faculty
 - Tuition Assistance / GI Bill
 - Special Programs Pol/Mil Masters, Federal Executive Fellowship, Olmsted Scholar, Office of Legislative Affairs (OLA)

Personal and Professional Development

Talent Management Programs



- Board conducted annually in the summer. Contact your detailer for specific timing.
- Don't need to be a DHRB signer to compete
- Applications require:
 - willingness to sign DHRB (required if selected)
 - a letter indicating the programs you wish to apply for
 - a letter of endorsement from your
 Chain of Command
 - any other special reqs...GPA, GRE

Programs include:

- FSEP (Fleet Scholar Education Program)
- USNA GE+T (Graduate Education and Teaching)
- USNA Company Officer
- SECNAV TWI (Tours with Industry)
- PMRI (Purdue Military Research Initiative)
- MIT-WHOI (Massachusetts Institute for Technology/Woods Hole)
- Professional Exchange Program (PEP)
 (England, Canada, Spain, France, Australia, Italy, Belgium, Portugal, etc)
- NROTC (Naval Reserve Officer Training Corps)

Retaining our MOST TALENTED

Career Flexibility:

Promotion Deferment



- Promotion deferment (governed by Title 10 law):
 - Intended for
 - Career broadening assignment
 - Advanced education (e.g. VGEP/IGEP)
 - Another assignment of significant value to the Department of the Navy
 - Career progression requirement delayed by assignment or education
 - Apply for the year you are in zone or above zone
 - References:
 - Promotion Deferment NAVADMIN (154/21): Link
 - MyNavyHR: Active Duty Officer Promotion Boards webpage: Link
 - Promotion Board Deferment Guidance: <u>Link</u>

Contact Detailer to Discuss Flexibility

Career Flexibility:





- Program Intent offers additional career flexibility to pursue personal and professional endeavors during a successful naval career. Duration: 1-3 years.
- Benefits: TRICARE coverage for member and dependents, Stipend (1/15th Basic Pay), Funded PCS Moves to and from and CONUS location.
- Limitations
 - Must apply ≥12 mos from PRD
 - Exempted from promotion consideration
 - IRR Time not counted for retirement eligibility or retired pay computation
 - Bonus (e.g. COBO), Special Pays, Incentives not paid while in IRR status
- Program Administration
 - Officer's DOR adjusted one day for every day of participation on CIP
 - Requires 2 months of obligated service for every month of participation
- If you are interested:
 - 5 SWO(N)s have successfully completed the program. Contact your detailer, if interested!
 - Additional Info: OPNAVINST 1330.2C (Navy CIP Guidelines): <u>Link</u>

CIP Provides Additional Career Flexibility

Resignations



- MPM 1920-190, 1920-200
- Should be submitted 9-12 months prior to the desired separation date
- See PERS-451 website for more info: <u>Link</u>
 Career management → Personnel Conduct & Sep → Officer Resignations
- All resignations/retirements will be submitted, routed and adjudicated via NSIPS
- Detailer has the ultimate responsibility for determining obligated service and dates concerning resignation...

Communicate with Detailer beforehand!

Lateral Transfer



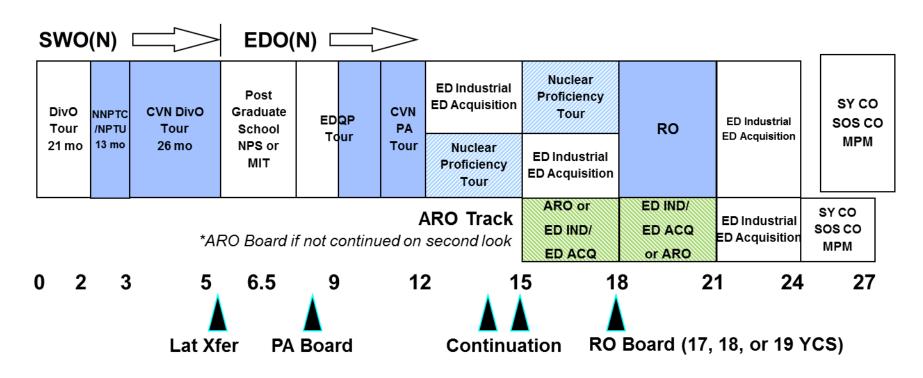
- Managed by Year Group
- Examples include: EDO(N), IP, HR, FAO, INTEL, IW, etc.
- EDO(N)
 - Should be pursued during CVN DIVO tour
 - Pursuing EDO(N) after CVN DIVO tour is possible but delays training and milestones required to screen O5.
- Case-by-case exceptions for other communities:
 - Following PNEO qualification
 - When YG on track to meet PA requirements
- Board held semi-annually
- Must be released by both SWO and SWO(N) communities

Balancing Requirements and Desires with the Needs of the Navy

EDO(N) Program Career Path

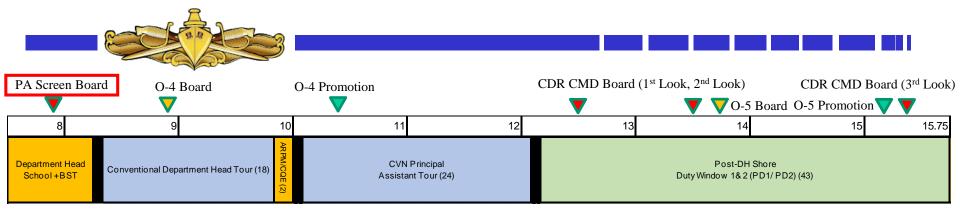


Goal: Produce officers competitive for selection as Reactor Officer on a CVN in RCOH, Inactivation or New Construction



- PA tour preferentially detailed to CVN in RCOH / NEWCON / extended avail (DPIA)
- EDO(N)s are eligible for COBO (\$35k(\$40k if >12YCS) / year)
- EDO(N)s alternate between nuclear and non-nuclear tours

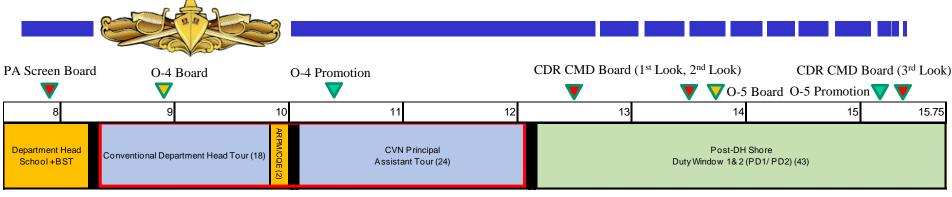
PA Screening Board



- Administrative Screening Board held in Millington
- Board occurs in spring just prior to your 8th YCS (e.g. YG13 Board conducted in March 2021)
- Keys to screening: Sustained superior performance during 1st DIVO tour, CVN DIVO tour, and nuclear shore duty (if applicable)

Improving Readiness through Selectivity

Department Head/Principal Assistant Tours



1DH Tour: 18 Months

- Options:
 - CSO (LPD/LHA/LHD)
 - 1st LT (LSD)
 - OPS (DDG/LSD)
 - WEPS (CG/DDG)
- Operational Detailing: Limits time in SY

CVN PA Tour: 24 Months

- Options:
 - RTA, REA, MPA, and some CRA (all are spot promote)
- Slating timeline: ~7-10 months from 1DH PRD
- Attend ARPM & CQE following 1DH

Goals:

- Build topside and tactical experience during 1DH Tour
- Pass Command Assessment before PA Tour
- Build Nuclear experience prior to RO Tour

Performance in these tours is **VITAL** for future selection boards!

Superior DH Performance Is Your Path to Command

Command Qualification



- Governing instruction CNSFINST 1412.7 (DEC 2019)
 - CQE Bibliography (9) (Updated Feb 2021): Link
 - Updated Periodically on MyNavyPortal Website
- Requirements:
 - Minimum shipboard experience & complete Qual Card
 - Earn SWO, TAO, & EOOW qualifications
 - Pass Command Assessment (CA) (SWOS)
 - Shiphandling and Tactical Scenarios
 - Examination: RoR, CM, MR, NSS, MW
 - Recommendation from an Afloat CO while serving afloat
 - Command Oral board

Best Practices:

- Ensure Qualification Card line items a-f are signed by your 1st DH CO prior to detaching for 1st DH tour
- Build shiphandling competence and confidence: Spend time in local shiphandling simulators prior to CA

Expectation: Finish PA tour fully qualified for command (CA and Oral Board complete)

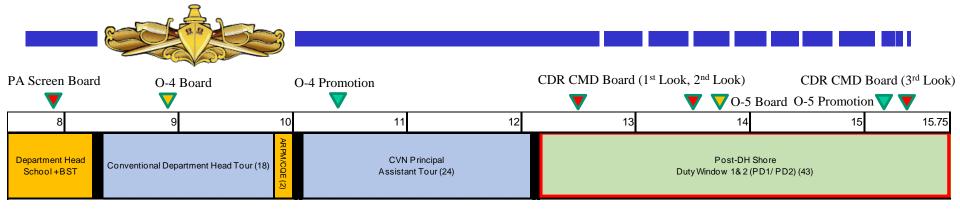
Prerequisite for Command Screening

Commander Command Board



- CDR CMD Board timing will be anchored to YCS 12
 - 1st look YCS 12, 2nd look YCS 13, 3rd look YCS 15
- Dec 2021 CDR CMD Board Composition
 - 1st look: December following 12 YCS
 - YG09 officers (commissioned between 01 Oct 08 30 Sep 09)
 - 2nd look: December following 13 YCS
 - YG08 officers who remain eligible for CDR Command Afloat, XO Afloat, XO Afloat*, or XO-SM milestones
 - Remainder of YG07 and senior officers who promoted to LCDR in FY18
 - 3rd look: December following 15 YCS
 - LCDR PYG 16 3rd Look in Dec 2021 (CO Afloat or CO-SM)
 - PYG16 XO Afloat, XO Afloat*, or XO-SM screened officers w/ CMD qual eligibility

Post-Principal Assistant Shore Tour



PD1:

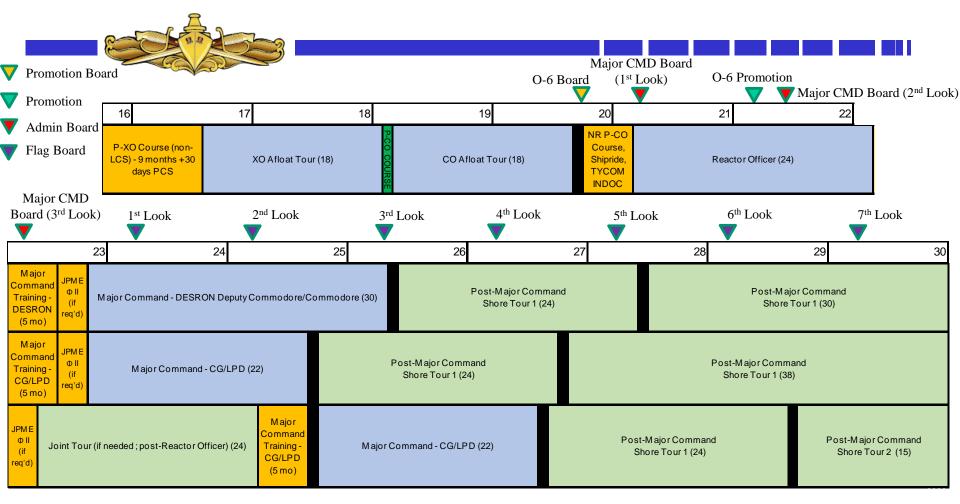
- Complete nuclear shore duty, if not yet complete
- First two looks for CDR CMD typically occur in PD1
- Serve in SWO Community/OPNAV Staff Jobs to support CDR Command Screening

PD2:

- Complete JPME I, if not complete (a prerequisite for CDR Command)
- Options determined by milestone-screening status at CDR Command Board
 - If screened CO Afloat complete joint tour
 - If screened XO Afloat, XO Afloat*, or XO-SM, serve in milestone billet to improve chances of screening CDR Command Afloat or CDR Command-Special Mission

Complete Career Requirements and Develop Skills

Post-Principal Assistant Career Path



- Reactor Officer tour length is 24 months
- XO-SM, XO Afloat, XO Afloat*, and CO-SM screened officers eligible to serve as ARO
- Executing a shore tour pre/post-RO depends on desire for flag viability and RO inventory

SWO Bonuses and NOBIP



Compensation For Two Skillsets

SWO: Warfighting Skills (DHRB/LRB)

NOBIP: Nuclear Talent (AIP/COBO/SEIP)

Bonuses: Over \$1,278,000 during a 30 year career!

DHRB Payment Schemes



- New scheme allows screeners up to 3 years to commit without sacrificing total payout
- Legal restraints to DHRB:
 - Yearly payments cannot exceed \$25k
 - No payments past YCS10
- 1st look screeners
 - Commit before YCS6 \$105k
 - Commit before YCS7 \$100k
 - Commit before YCS8 \$75k
- 2nd look screeners
 - Commit before YCS7 \$95k
 - Commit before YCS8 \$75k
- 3rd look screeners
 - Commit before YCS8 \$75k

		1st Look	Screened	Payment 9	Scheme	
ore	YCS4	20				
before	YCS5	10	10			
ceived	YCS6	15	25	25		
	YCS7	15	25	25	25	
ct re	YCS8	15	15	25	25	25
Contract	YCS9	15	15	15	25	25
S	YCS10	15	15	15	25	25
	Total	105	105	105	100	75

	2nd Look Screened Payment Scheme										
ore	YCS4	10									
received before	YCS5	10	10								
ved	YCS6	15	25	25							
cei	YCS7	15	15	25	20						
	YCS8	15	15	15	25	25					
Contract	YCS9	15	15	15	25	25					
CO	YCS10	15	15	15	25	25					
	Total	95	95	95	95	75					

	3rd Look Screened Payment Scheme										
ore	YCS6	15									
before	YCS7	15	15								
rcvd	YCS8	15	20	25							
	YCS9	15	20	25							
Contract	YCS10	15	20	25							
ဝ	Total	75	75	75							

Up to \$385,000 Total Bonus for 2 DH Tours!

Nuclear Officer Bonus & Incentive Pay



- Continuation Bonus (COBO): up to \$50,000 Annually
 - Initial 4- or 5-Year Contracts \$35k/year
 - Initial 6- or 7-Year Contracts \$40k/year (for payments before 12 YCS)
 - Renegotiated / Follow on Contracts \$40k/year before 12 YCS, \$45k/year after 12 YCS (rate based on YCS on the date of payment)
 - Serving/Served Major Commanders w/ >26YCS \$50k/year for 2- to 4-Year
 Contracts (obligates to statutory retirement or follow on tour); 1-Year at \$45k
- Annual Incentive Pay (AIP): \$12,500 Annually
 - Paid every 30 SEP for the <u>previous</u> fiscal year
 (\$22K for MC serving/served or O-6 w ≥ 26 YCS validate w/ Cory)
 - Pro-rated from date of PNEO qual or 5 yr MSR (whichever is the later)
- Timing Considerations
 - Renegotiate if the rate goes up prior to your final COBO payment
 - Contact LCDR Hardy prior to submitting your contracts!!

Compensation Reflects Value of Your Job

The Surface Warfare Family of Funds



- SWO LRB (up to \$46,000 over 3 payments)
 - Apply between 11 and 12 YCS
 - Must successfully complete 2 DH Tours
 - Payment starts 2 years after permanent promotion to O-4 (not spot) or completion of 2nd DH / PA tour
 - First payment \$22,000, then \$12,000 annually
 - OBLISERVE is through completion of 15 YCS
 - You can align a new 3-year COBO (\$45k starting at 12 YCS) to match the SWO LRB obligation if you have less than 3 years remaining on your current COBO contract (*not permitted in FY21* due to NAVADMIN changes for COBO; can only renegotiate in FY21 to your commissioning or contract anniversary dates)

LCDRs: YOU MUST SUBMIT AN APPLICATION PRIOR TO 12 YCS!!

\$226,000 Total Bonus for 2 LCDR Shore Tours!

Your Service Record



- Qualifications Detailers can update quals & AQDs (e.g.):
 - OOD (LB2)
 - SWO (LA9)
 - PPWO/PNEO (KD1/2)
 - CVN EOOW (LC5)
 - TAO (LF6/7)
 - ECO (BS1/BS2)
 - ASWE (BA1/BA2)
 - BMDO (BM1)
- Picture Get it done each time you promote.
 Required in your record. Update via BOL.

- PFA PRIMS
- Awards NDAWS
 - Command Award Authority updates (YN/PS)
 - OSR pulls from NDAWS
- FITREPS sent to PERS-32
 - 1 of 1 resubmit, or email detailer if missing
 - Competitive must be submitted by command
- My Record; view your record (OMPF-My Record) and ODC/OSR/PSR via Bupers Online or My Navy Portal - MyRecord

Record Management Tools:

- Officer Record Management guide: Link
- "Board Prep" Ready Reference posted on SWO(N) webpage: Link

Take Ownership of Your Record

Statutory Board Considerations



- Ensure promotion recommendation included in Block 41
- Screening status is not part of record the FITREP must tell the board what the Community has decided
- Lead FITREP bullets should read:
 - MAJOR COMMAND: Screened Major Command
 - CO-Afloat screened officers: Screened Commander Command Afloat
 - CO-SM screened officers: Screened Commander Command
 - XO-Afloat screened officers: Screened for Executive Officer Afloat
 - XO-SM screened officers: Screened for Executive Officer
 - DH screened officers: Screened for Department Head
 - DH screened officers w/contract: Screened for Department Head/DH Contract
 Signed

Document Success at Sea to Support Promotion



Key FITREP Points



FITREPS:

Know the reference! (BUPERSINST 1610.10D)

What's the message:

- Hard break out?
- Soft break out?
- Caught in traffic?
- Boss's RSCA?
- Recommendation?
- Progression?
- Air gap?

Block 41 must tell a clear story - can you lead at the next level?

White space GOOD!

. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) scommendations may be for competitive schools or duty assignments such as: P, Dept Head, XO, OlC, CO, Major Command, War College, PG School.	

XO/CO AFLOAT PC COMMAND

COMMENTS ON PERFORMANCE. * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

is my #1 DH by a mile, and I'd stack him against any CHENG in the Fleet! ** *** READY NOW FOR COMMAND AT SEA, A CLEAR COMMUNITY FRONT-RUNNER!! ***

RARELY HAVE I OBSERVED AN OFFICER WITH SUCH A COMBINATION CHARISMATIC LEADERSHIP. THINK OF HALSEY, NIMITZ, AND SPRUANCE ASSOCIED IN ONE SWO LT!

IT IS CRITICAL that your most recent community screening be clearly articulated in block 41 of every drilled - BATTLE CHENG. masterfully led them in combat. In FITREP until you actually serve in that milestone billet.

Never misses a bell. 90+ days in the Persian Guir with a coid CIC and plenty of water.

- SHIPHANDLER EXTRAORDINAIRE. coaches my conning officers at sea and anchor detail and man overboard drills. Holds the record onboard for MOB shipboard recovery time.
- LEADER AND MENTOR. Trusted by Wardroom and CPO Mess due to his insight and decisiveness. Every one of his JOs signed for the DH Bonus, and re-enlistment rates in his department are the best in the Squadron... I checked.

EXCELS IN ONE OF THE TOUGHEST DEPT HEAD BILLETS AFLOAT. HE MET EVERY MISSION BECAUSE HIS PLANT SUSTAINS FULL POWER FOR DAYS ON END DUE TO HIS PERSONAL LEADERSHIP AND DETERMINATION. PUT HIM IN COMMAND! FLAG POTENTIAL!!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER
42. INDIVIDUAL						Х	
43, SUMMARY	\times	0	0	0	2	1	

45. Signature of Reporting Senior

46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."

I intend to submit a statement.

I do not intend to submit a statement

Member Trait Average: 5.00

- UNPARALLELLED PERFORMANCE, Makes

Summary Group Average

4.86

Takeaways



- Performance at sea is the bedrock of your record!
 - DIVO FITREPs → DH / PA Screening → O4
 - DH FITREPs → CDR Command Screening → O5
 - CDR CMD FITREPs → Major Command Screening
- Maximize shiphandling experience in 1st DIVO tour
- Nuclear shore duty early adds flexibility later
- Communicate your preferences
- Track your bonus timing
- NEVER HESITATE TO CONTACT US!!!

Know Your Career Path! We are here to Help!

Career Tools



- Biennial Newsletter
- SWO(N) Grams (stay in the loop on shore duty send us your e-mail address)
- SWO(N) Facebook Page
- New for 2021: SWO(N) Facebook Mentorship Network Page
- SWO(N) Webpage on MyNavyHR:
- www.mynavyhr.navy.mil
- www.facebook.com/NukeSWO
- SWO(N) Facebook Mentorship Network Group: <u>link</u> or search "SWO(N) Mentorship Network" on Facebook
- www.facebook.com/PERS41
- Call Customer Service: 1-866-U-ASK-NPC

Stay Engaged in SWO(N) Community

Points of Contact



PERS 41N/424

CDR Craig Trent

PERS 412N

LCDR Rhett Gilman

<u>PERS 42D1</u>

LCDR Cory Hardy

OPNAV N133C2

LCDR Elan Rotklein

PERS 4120

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Accessions and SWO(N) 1st Tour Detailer

Noelle.R.Kaufmann.mil@us.navy.mil





Backup Slides

References and Links

Page 1



Career Flexibility: Promotion Deferment Slide:

Promotion Deferment NAVADMIN (154/21):

https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2021/NAV21154.txt?ver=ms069yTfFYyCCSbaEPuY7Q%3d%3d

Active Duty Officer Promotion Boards webpage:

https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/

Promotion Board Deferment Guidance:

https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/PSB_Deferment_(Opt-

Out)_Policy_Implementation_Procedural_Guidance-Final_(27_Sep_2019).pdf

Career Flexibility: Career Intermission Program Slide:

OPNAVINST 1330.2C (Navy CIP Guidelines):

https://www.secnav.navy.mil/doni/Directives/01000%20Military%20Personnel%20Support/01-

300%20Assignment%20and%20Distribution%20Services/1330.2C.pdf

References and Links

Page 2



Resignations

PERS_451 Website for Resignations
 https://www.mynavyhr.navy.mil/Career-Management/Personnel-Conduct-Sep/Officer-Resignations/

Command Qualification

CQE Bibliography 9https://www.mnp.navy.mil/documents/34119/27395048001/CQE%20Bib%209%2 0(2021).pdf

Your Service Record

- Officer Record Management guide
 https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/StaffCorps/Supply/Officer%20Record_Management_Brief.pdf?ver=RfJDbeqq90N_7VUBp2iqxA%3D%3D
- "Board Prep" Ready Reference posted on SWO(N) webpage
 https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/StaffCorps/Supply/Officer%20Record_Management_Brief.pdf?ver=RfJDbeqq90N_7VUBp2iqxA%3D%3D

References and Links





Career Tools

SWO(N) Facebook Mentorship Network Group:
 https://www.facebook.com/groups/1890240891100295/

Performance Summary Report

NAME (LAST, FIRST MIDDLE) JONES, JOHN PAUL					DESIG/RATE									SSN							
					1110								000-00-0000					PAGE 3			E 3 OF 3
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR			TRAITS				AVER	PROMOTIC			N R	EC	PHY	RPT		
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	Р	M P	EP	READ	TYPE
03	ATG MAYPORT	TLO	010201 020131	11	WILLIAMS L M	05	СО				2	4	4.50 4.50	54 4.50	0	0	0	X 8	2	N/XX	RG
03	ATG MAYPORT	TLO	020201 020915	8	WILLIAMS L M	05	СО				4	2	4.33 4.33	60 4.48	0	A ₀	0	X 1	0	P/WS	RG
03	SWOSCOLCO M	STUDENT	020916 020525	8 B	COOLIM	06	DIR DEPT HEAD						0.00 0.00	0.00	0	0	0	0	0		RG
03	DD967 ELLIOT	OPS	020912 030131	4	NIMITZ C W	05	СО				5	2	4.29 4.43	4.39	0	0	0	X 2	1	P/WS	RG
03	DD967 ELLIOT	OPS	030201 040131	12	NIMITZ CW	05	СО				2	5	4.71 4.38	7 4.41	0	0	0	2	X 1	P/WS	RG
03	DD967 ELLIOT	OPS	040201 050408	2	NIMITZ CW	05	СО				1	6	4.86 4.86	10 4.40	0	0	0	0	X 1	P/WS	RG
03	CG68 ANZIO	OPS	050409 050612	2	HALSEY W	06	СО				2	5	4.71 4.00	60 4.10	0	0	0	5	X 2	P/WS	RG
04	CG68 ANZIO	OPS	050613 051031	5	SPRUANCE	06	СО				2	5	4.71 4.75	27 4.71		0	0	X 3	1	P/WS	RG
04	CG68 ANZIO	OPS	051101 060930	11	SPRUANCE	06	СО				3	4	4.57 4.57	60 4.71	0	E 0	0	0	X 1	P/WS	RG

SUM CUM

Blocks 40-43

What's the Story to the briefer

D

E

Bad: Ind Avg below RSCA; 1 of 1 MP (this is an air gap – clear signal)

Greater than 90 day FITREP gap; pay attention to dates

Ok: New DH; in traffic; Ind below RSCA not an issue

Ok: 1st FITREP as O-4; stuck behind XO? - Block 41 must indicate

Bad: Ind Avg below RSCA on a 1 of 1 EP; Is the CO sending a message? – What story does block 40 and 41 tell?

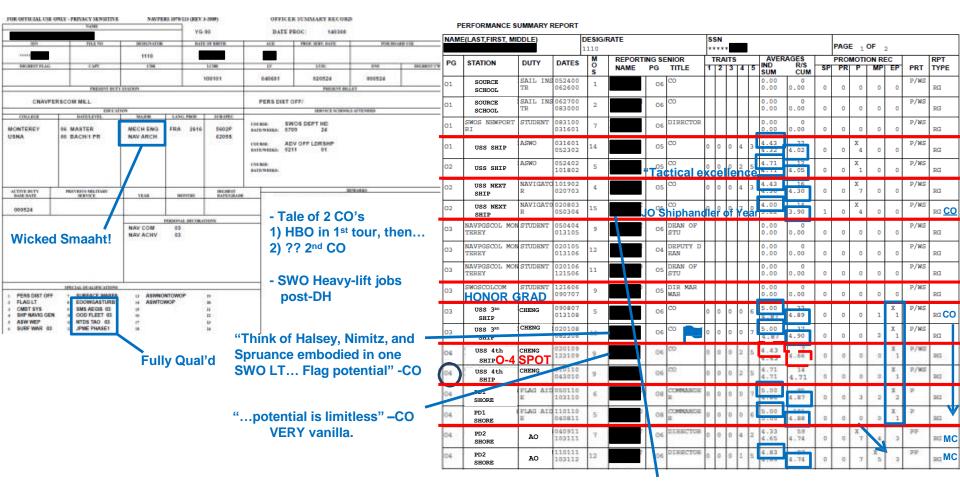


How Your Record is Briefed



Officer Summary Record (OSR)

Performance Summary Report (PSR)



Graduate Education Credit for Nuclear Training



- Old Dominium University (ODU)
 - SWO(N)s validate <u>12 of 33 credit hours</u> (4 of 11 courses)
 - Easy access for those stationed in Norfolk area
 - Distance Learning programs available in DC and Bremerton
 - University is pursuing additional distance learning sites at other fleet concentration areas
 - CD-ROM based program also available
 - Tuition funded through PACE program for those on sea duty
 - Tuition Assistance pays majority of tuition (in-state rates)
- Duke University
 - SWO(N)s validate 2 of 8 courses
 - Instruction conducted virtually with three one-week campus visits during program
- List not all-inclusive (e.g. Catholic Univ., NPS, etc.)

Get Graduate-Level Credit for NNPTC

Joint Professional Military Education



- JPME I must complete prior to CDR command
 - Remains a discriminator at selection boards
- To be eligible for selection to Flag, Unrestricted Line Officers must complete JPME Phase I, Phase II, and a joint tour
- JPME I and II offered by DoD and service war colleges
 - JPME I has in-resident, seminar, and distance learning options

Professionalizing the Force

Post-9/11 GI Bill Highlights



Eligibility:

- Full benefits available after 36 months of qualifying service
- USNA / NROTC graduates: qualifying start date follows completion of MSR
- Honorable discharge

Active Duty Benefits:

- Up to 100% of tuition & fees, not to exceed the nationwide cap (set at \$17,500)
- Up to <u>36 months</u> of benefits, living stipend
- Monthly <u>tutoring</u> funds available for qualifying officers, \$1K for books

Transferability to spouse or children:

- Over 16 years of service No longer allowed per NAVADMIN 020/19 (effective 12 JAN 2020)
- Between 6 and 16 years of service Obligate for an additional 4 years
- No conflict with Nuclear COBO eligibility
- Must have signed Page 13 in your record to start the obligated service
- Dept of Veteran's Affairs administers / manages the Post-9/11 GI Bill
- DOD manages the transferability provision

Post-9/11 GI Bill transferability – an unequaled benefit of your service

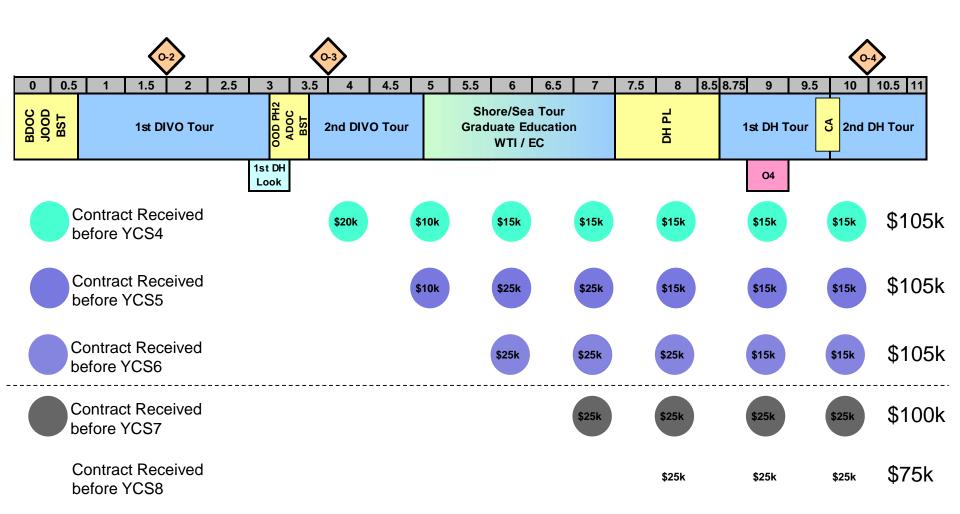
Assistant Reactor Officer (ARO)



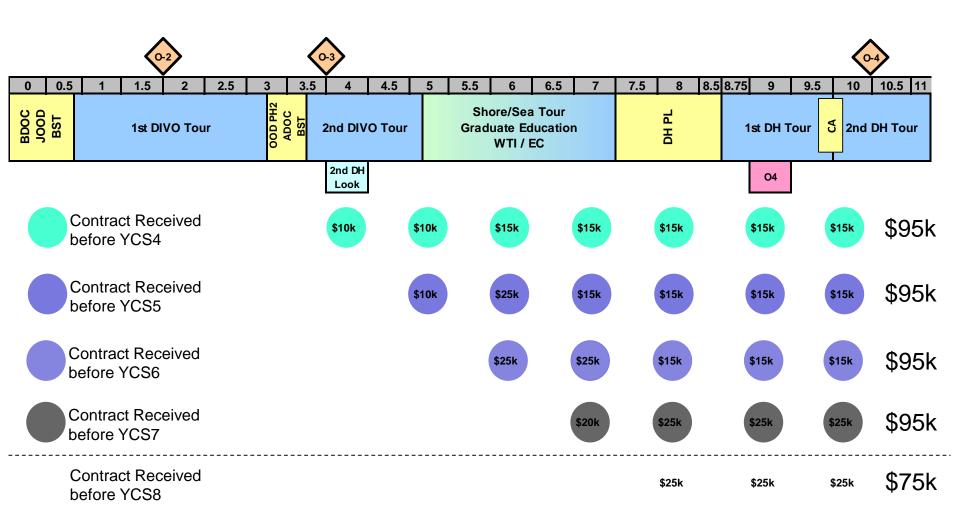
- Eligibility:
 - Screened CO-SM / XO-Afloat / XO-Afloat* / XO-SM
 - Post XO & not selected for CDR CMD afloat
 - XO/CO Afloat screened officers not certified for fleet-up
 - EDO(N)s not selected for continuation to RO
- Selected by administrative board
- Incentive:
 - AROs maintain their nuclear AQD (and COBO eligibility) during ARO/CO-SM tour and for 3 years following
 - Potential to keep nuclear AQD (and COBO eligibility) for longer if filling nuclear shore assignment post-ARO

Leadership opportunity with \$270K NOBIP incentive!

1st Look Screener Schemes



2nd Look Screener Schemes



3rd Look Screener Schemes

